

MODERN SLAVERY STATEMENT

OUR OBLIGATIONS

Like all Australian companies that have a turnover of under \$100M P.A Promotion Products has no legal requirements to report on adherence to the Modern Slavery Act (2018). Larger companies that are legally required to report we call 'Reporting Entities'.

However, at time of writing, in April 2023, we have assessed our top 20 suppliers for the third year in a row.

Why Assess?

Two reasons:

1. We passionately believe in the eradication of Modern Slavery and having a supply chain that is both sustainable and ethical. Our assessment covers all the points that Reporting Entities must report on.
2. We have created this alignment with our assessment as we have Reporting Entities as customers, and they need clarification about their supply chain and its adherence to the above act.

Below is our statement, our assessment, results and actions are in the document called 'Modern Slavery Assessment, Results and Actions'

MODERN SLAVERY STATEMENT

As a company committed to ethical and responsible business practices, Promotion Products takes Modern Slavery seriously. We acknowledge the existence of modern slavery, which is defined as any form of forced labour, servitude, or human trafficking. We believe that every individual has the right to work with dignity and without exploitation in Slavery Statement

In recognition of the Modern Slavery Act (2018), we are committed to ensuring that our business and supply chains are free from modern slavery. To demonstrate our commitment, we have taken the following steps:

1. Due Diligence: We conduct due diligence on all of our 20 top suppliers to ensure that they share our commitment to eradicating modern slavery from the supply chain. This is conducted annually, and this assessment and results are called 'Modern Slavery Assessment, Results and Actions'. This document is accessible from our webpage www.promotionproducts.com.au/ethical-sourcing/
2. Internally, in our Australian operations, we exceed the requirements of the act.
3. Internally, amongst our Filipino contractors, we exceed the requirements of the act. It is a matter of pride that we extend to our offshore contractors the same work conditions and statutory rights and benefits afforded to our Australian employees.
4. Reporting: We encourage all our employees to report any concerns or suspicions of modern slavery. We investigate all reports and take appropriate action.
5. Supplier Management. If a company cannot demonstrate adherence to the principles of the act, we minimise our dealings with them. If we suspect they are not adhering to the act and cannot demonstrate otherwise we stop dealing with them. Suppliers that have high compliance we continue to grow our association with.



Creating Enduring Connections

Promotion Products is committed to ensuring that our business and supply chains are free from Modern Slavery. We will continue to review and improve our policies and procedures to achieve this goal. We are dedicated to ensuring that our business practices align with the principles of the Modern Slavery Act (2018) and we are fully committed to eradicating Modern Slavery from our operations and supply chains.

Douglas Gregory
Managing Director
April 2023